

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 410-2022-02843 First Amended </div> </div>	
Null _____ and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Ms. Sheila Alkamel – email: sheilaalkamel1@gmail.com c/o HKM Employment Attorneys LLP		Home Phone (Incl. Area Code) 404-496-0645	
Date of Birth 06/26/65			
Street Address 3355 Lenox Road N.E. Suite 705		City, State and ZIP Code Atlanta, Georgia 30326	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name JB Hunt		No. Employees, Members 100+	
Phone No. (Include Area Code) 1-800-777-4968			
Street Address 648 Sydney Court		City, State and ZIP Code Lithia Springs, Georgia 30122	
Name Unum		No. Employees, Members 10,000	
Phone No. (Include Area Code) 423-294-1011			
Street Address 1 Fountain Square Suite 1		City, State and ZIP Code Chattanooga, TN 37402-1203	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap;"> <div style="margin-right: 10px;"><input type="checkbox"/> Mar</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-between;"> <div> Earliest July 2020 </div> <div> Latest March 8, 2022 </div> </div> <div style="text-align: center; margin-top: 10px;"> <input checked="" type="checkbox"/> CONTINUING ACTION </div>	
<p>This charge amends my Charge of Discrimination filed against UNUM on February 4, 2022, by adding its street address, number of employees and phone number, to the extent that it is a joint or integrated employer with J.B. Hunt concerning all of my claims pertaining to the ADA. Additionally, this charge amends my Charge of Discrimination filed against JB Hunt on February 4, 2022, by adding the following claims against JB Hunt as follows:</p> <p>On March 8, 2022, I received a copy of my State of Georgia Department of Labor Separation Notice prepared and issued by J.B. Hunt the notice falsely states that I separated from JB Hunt because of: Attendance/Tardiness. My separation from JB Hunt had nothing to do with not showing up for work or being late to work when I was supposed to be present. JB Hunt issued this notice to me as an act of continued retaliatory mistreatment and retaliation for complaining about sexual and gender harassment and/or filing my February 4th EEOC Charge.</p>			

On March 21, 2021 and on March 28, 2021 I learned that management at the JB Hunt Lithia Springs location fraudulently used my personal Alpha code (ALKS0) which represents my name to log onto a J.B. Hunt truck on two separate occasions on the dates listed above and pretend it was me to put in in violation of my FMLA leave which they called vacation status leave. JB Hunt issued this notice to me as an act of continued retaliatory mistreatment and retaliation for complaining about sexual and gender harassment and/or filing my February 4th EEOC Charge.

By taking the above-described actions, J.B. Hunt is in violation of Title VII of the Civil Rights Act of 1964. Additionally, to the extent that it is an joint employer or integrated employer UNUM is in violation of the Americans with Disabilities Act, as amended, 42 U.S.C. § 12111 *et. seq.* (“ADA”).

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – *When necessary for State and Local Agency Requirements*

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

03 / 31 / 2022



SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Date

Charging Party Signature